

The Direct Care Workforce – Arizona

Current Employment and Wage Estimates

Wages

Direct care professions are among the least-well paid, in Arizona as well as nationally. Average earnings in Arizona are similar to national averages, although there are regional differences within the state.

Hourly earnings in other professions in Arizona, for the purpose of comparison: medical assistants: \$13.16; correctional officers and jailors \$16.02; pre-school teachers except special education \$ 10.65; recreational therapists \$ 17.30; registered nurses \$ 28.12.

Mean Hourly Wage Earnings for Direct Care Occupations – Arizona 2006

	Phoenix Mesa- Scotts	Flagstaff	Prescott	Tucson	Yuma	Arizona	U.S.
All occupations	\$17.85	\$15.29	\$15.76	\$17.51	\$14.09	\$17.43	\$18.84
Personal / Home Care Aides	\$10.06	n/a	\$ 8.82	\$ 9.08	\$ 8.61	\$ 9.79	\$ 8.74
Home Health Aides	\$ 9.91	\$ 9.01	\$ 9.50	\$ 9.25	\$ 9.51	\$ 9.73	\$ 9.66
Nursing Aides, Orderlies, Attendants	\$10.90	n/a	\$11.10	\$10.46	n/a	\$10.80	\$11.04

Source: U.S. Department of Labor Bureau of Labor Statistics, National Occupational Employment and Wage Estimates, May 2006, http://www.bls.gov/oes/current/oes_nat.htm#b31-0000.

Average Annual Wage Earnings for Selected Occupations – Arizona 2006

	Phoenix Mesa- Scotts	Flagstaff	Prescott	Tucson	Yuma	Arizona a	U.S.
All occupations	\$37,130	\$31,800	\$32,780	\$36,420	\$29,310	\$36,260	\$39,190
Personal / Home Care Aides	\$22,680	n/a	\$18,350	\$18,880	\$17,910	\$20,350	\$18,180
Home Health Aides	\$20,620	\$18,750	\$19,760	\$19,240	\$19,780	\$20,230	\$20,100
Nursing Aides, Orderlies, Attendants	\$20,930	n/a	\$23,090	\$21,760	n/a	\$22,470	\$22,960

U.S. Department of Labor Bureau of Labor Statistics, Wages by Area and Occupation, May 2006, <http://www.bls.gov/oes/current/oesrcst.htm>.

The Labor Market

With over 6 million individuals, the frontline workforce is estimated to comprise half of the total health and health care workforce in the United States (Robert Wood Johnson, 2006, p. 11). Home health aides, nursing aides / orderlies, and personal and home care aides numbered about 2.7 million in 2006 nationally. In Arizona, approximately 46,000 are working in direct care occupations in a variety of settings, including over 11,000 personal and home care aides and over 14,000 home health aides. In addition, there are a large number of independent (self-employed) direct care professionals. A national study estimated that 29% of direct care providers for Medicare recipients are self-employed. (Robert Wood Johnson, 2006 p. 76). The Arizona, the Division of Developmental Disabilities, for example, contracts with approximately 3000 independent providers.

Employment Estimates for Direct Care Occupations – Arizona May 2006

(Not including self employed individuals)

	Phoenix Mesa- Scottsdale	Flagstaff	Prescott	Tucson	Yuma	Arizona	U.S.
All occupations	1,836,860	58,040	62,990	368,440	61,870	2,574,150	132,604,980
Personal / Home Care Aides	8,510	n/a	210	2,260	n/a	11,460	578,290
Home Health Aides	9,810	290	470	2,060	260	14,100*	751,480
Nursing Aides, Orderlies, Attendants	n/a	n/a	690	4,430	n/a	20,600	1,376,660

U.S. Department of Labor Bureau of Labor Statistics, Wages by Area and Occupation, May 2006, <http://www.bls.gov/oes/current/oessrcst.htm>.

*Estimate based on the data for the urban areas listed.

Projected Job Growth Rate

These occupations are growing at a faster rate than all other occupations, with Arizona having some of the highest growth rates in the nation. Based on these estimates, over 200,000 new personal and home care aides will be needed nationally and over 5,000 in Arizona. Reasons for high growth include the aging population, smaller and more dispersed families, longer life-spans, and a trend to more home and community-based services (HCBS) instead of institutional care. It is not clear whether there will be enough workers to meet the demand.

Workforce Growth Rate	U.S.	Arizona
Home Health Aides	48.1%	69.0%
Personal and Home Care Aides	40.0%	48.4%
Nursing Aides, Orderlies, Attendants	24.9%	50.2%
All health/healthcare occupations	28.3%	N/A
All frontline health care	32.6%	N/A
All occupations	14.8%	N/A

(Robert Wood Johnson Foundation, p. 13, 18, 178-186; based on Bureau of Labor Statistics Occupational Employment Statistics 2003.)

References

Administration on Aging, Projections of Future Growth of the Older Population.
http://www.aoa.gov/prof/Statistics/future_growth/State-5-yr-age-projections-2005-2030.xls,
 accessed 6-5-2007.

Harris-Kojetin, Lauren; Lipson, Debra; Fielding, Jean; Kiefer, Kristen; & Stone, Robyn I.
 Recent Findings on Frontline Long-term Care workers: A Research Synthesis 1999-2003.
 Institute for the Future of Aging Services and Association of Homes and Services for the
 Aged, May 2004.

Lipson, Debra. Health Insurance Coverage for Direct Care Workers: Riding out the Storm.
 Better Jobs Better Care Issue Brief #3, Institute for the Future of Aging Services, March
 2004.

Robert Wood Johnson Foundation and Health Workforce Solutions LLC. (November 2006).
 Workers Who Care: A Graphical Profile of the Frontline Health and Health Care Workforce.

U.S. Department of Labor Bureau of Labor Statistics, "Employment Status of the civilian
 non-institutional population by age and sex, 2004 annual averages." Women in the Labor
 Force, A Databook, pp. 4-6. May 2005, <http://www.bls.gov/cps/wlf-table1-2005.pdf>

U.S. Department of Labor Bureau of Labor Statistics, Wages by Area and Occupation,
 May 2006, <http://www.bls.gov/oes/current/oesrcst.htm>.